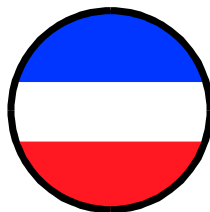


A Team Of Teams



U.S. Army Forces Command



U.S. Army Forces Command

VISION



United States Army Forces Command ...
Freedom's Guardian ... An Integrated Team of Teams ...the heart of America's power projection
Army...world class Active, Guard and Reserve
Forces...securing our nation's future into the 21st
Century with Balanced Readiness, trained and
ready soldiers... vigilant stewards of precious
resources... embodying a Winning Spirit and Army
values... caring for soldiers, civilians, retirees and
families on high quality installations.

A Team of Teams

A full understanding and acceptance of the Team of Teams concept is absolutely essential to the future of Forces Command and our Army. This belief is reflected in the end state of my Commander's Intent:

*U.S. Army Forces Command, trained and ready, a proud **team of teams**, energized throughout by a powerful and pervasive winning spirit, achieves and sustains balanced readiness in support of our Nation, while caring for our soldiers, civilians, retirees, and families, and preserving and improving our high quality installations.*

As a long time athlete involved in team sports, I learned very early in life the absolute value of teamwork. My 31 years of active service in the Army have done nothing to dissuade me from that earliest of lessons. The coordinated actions of the team are key to our success in accomplishing the unbelievably complex tasks that our soldiers and units face in today's world.

It is clear that the subordination of individual desires for the good of the group is what makes high performing teams: everyone working toward a common goal. As a leader, I have always tried to internalize the traits of a good team player and to translate them into a working philosophy of leadership. We must realize, however,



**... everyone
working
toward a
common goal.**

U.S. Army Forces Command



No one is a member of one team exclusively.



that the world we live in is not an isolated arena. No one is a member of one team exclusively. We live, operate, and succeed in an environment where being a member of a team is far more complex and multi-dimensional: We live in a world comprised of a team of teams.

Our military hierarchy is the classic example of a team of teams. A soldier is simultaneously a member of a squad, a platoon, a company, and so on up the chain. Each level forms a team with greater capability as you go up the organizational chain. Within the FORSCOM team, we have active duty, Army Reserve, and Army National Guard soldiers and Army civilians who are fully dependent upon each other for readiness, for major deployment operations, and for major warfighting operations--74% of FORSCOM soldiers are reserve component (RC), and over 28,000 are Army civilians. Of our 1.3 million-person Army, 54% is RC and 19% are Army civilians.

FORSCOM is a team of teams that pulls together to support the Army's role in the National Military Strategy--shaping the geostrategic environment, preparing now for the future and emerging threats, and responding to threats today. No single component can satisfy the breadth of our obligations to the Nation--those obligations are simply too large and too complex to meet unless we get the entire team into the fight. Think about it--no component is going to war without the other.

A Team of Teams

No one “goes it alone” anymore—we are an incredible team, woven together in heart and in soul, woven together through strength of purpose, woven together by an indomitable winning spirit. We are fulfilling the promise of our Battle Cry: “One Team, One Fight, One Future.”

FORSCOM has played a major role in advancing the Army’s concept for achieving Total Army integration--One Team, One Fight, One Future. Our goal is to weave the contributions of the Army National Guard, the Army Reserve, and the active component into a seamless force of unequalled might. FORSCOM has already taken a unified approach to making tough decisions; has begun taking the initial steps and developing plans for full integration; and has maintained the vision of a seamless, integrated force while holding firm to the resolution that readiness is not negotiable.

We are now taking the next innovative steps to optimize our readiness through more effective integration of our active and reserve component teams. For instance, we are organizing and activating new units and reorganizing others into multicomponent units--units that have soldiers from at least two of the three components. We are building two AC/ARNG Integrated Divisions that will forge a new way of fighting for the future. We are teaming National Guard and active duty Divisions with a true operational focus, unlike anything we have ever experienced. The power of that teaming relationship is jam-packed with excitement.



No one “goes it alone” anymore—we are an incredible team...



U.S. Army Forces Command



We know that soldiers need the correct balance of quality of life, leadership, family and friends.

The realities of future warfare are evident in the composition of our new heavy division design, where you find active and reserve component soldiers serving together as the ultimate demonstration of our team of teams. I want commanders to seek opportunities to expand this teamwork--we must make this work. This is not a distraction or fad--improved capability through integration and teamwork is the future of FORSCOM and the Army. Teaming will result in the sharing of training and operational opportunities while spreading OPTEMPO across the Total Army.

There is, however, more to the Army Team of Teams than soldiers and their units. We must always remember that soldiers also belong to families, churches, clubs, and other private groups. Our reserve component soldiers must also balance these interests with those interests of their civilian employers. To achieve balance in his or her life, the soldier must dedicate energy to each of these teams, as well. We know that soldiers need balance: the correct balance of quality of life, leadership, family and friends.

A balanced approach to leading these soldiers is the real building block of effective teamwork. To lead our soldiers most effectively, we need a special understanding of multi-dimensional teamwork and we need a leadership philosophy that recognizes this balance. We can keep this in mind with the motto: "People First, Mission Always." It is this simple - if we focus on people first, the mission will never go unaccomplished!

A Team of Teams

The incredible power of FORSCOM as a fully integrated, seamless Team of Teams is very real. It is absolutely important to our Nation's future, and it is personally exciting. Who would not want to be a part of it? The power of FORSCOM is the power of people--active and reserve, soldier and civilian, retiree and family member--people with unique talents and backgrounds, woven into winning teams of exceptional skill, and finally melded into an exciting and unbeatable Team of Teams.

Team of Teams!!!

THOMAS A. SCHWARTZ
General, USA
Commanding



Total Army Integration

